



How does your business' risk profile look relative to your sector?

Fraud prevention and response survey

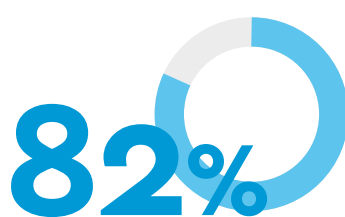
A unique insight into HR companies' strategies.

We surveyed 125 senior managers based in HR companies across the UK. Questions focused on fraud and the Economic Crime & Corporate Transparency Bill, as part of our [cross-sector report](#) with a sample size of 1,000 respondents.

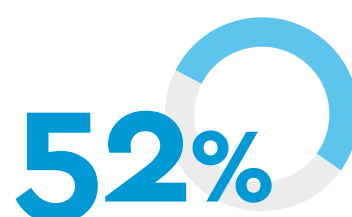
Our data suggest that organisations are aware of the risk of fraud but have disjointed prevention and response strategies. This is at a time when the Government is placing greater emphasis on corporate responsibility through measures contained in the Economic Crime and Corporate Transparency Act.

The types of fraud risks and responsive actions differ from one sector to another. **This data allows you to compare your business' risk profile relative to your sector and adapt your counter-fraud measures accordingly.**

HR companies are worried that they are at risk of fraud but have disjointed fraud prevention strategies



of HR companies worry that they are at risk of fraud.



don't have anti-fraud polices in place and only 62% are aware of the forthcoming 'failure to prevent' fraud offence.

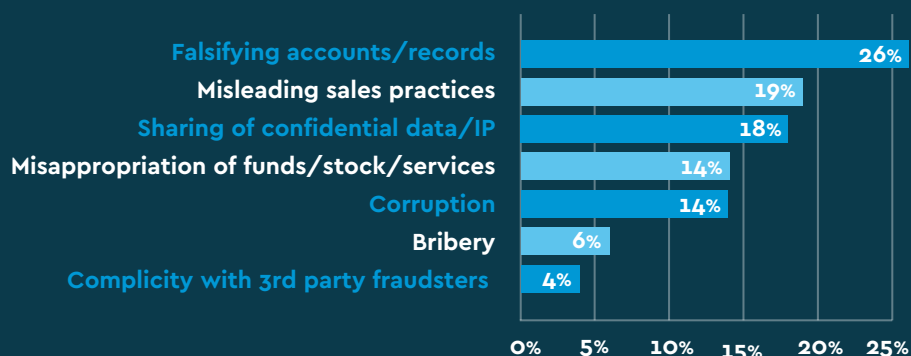
Your response to fraud

- HR companies are by far the most likely to use HR/disciplinary action in response to fraud at 45% compared to 32% overall
- They are less likely than the wider survey to: use civil action; claim on insurance; or report to HMRC or other government agencies.

Incident rates and types – Your sector vs all respondents

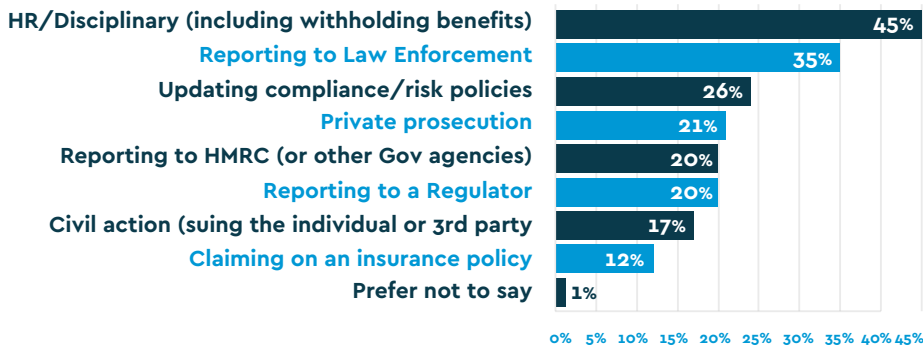
- 39% have had to take action against fraud in the last 12 months (compared to 45% overall)
- Falsifying accounts and records was the most prevalent type at 26% (5% higher than the wider survey)

What types of fraud have you been subject to in the last 5 years*



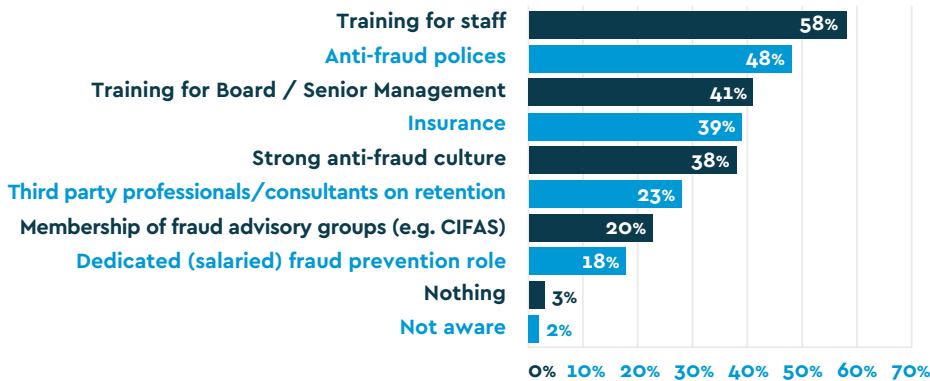
*Those who have had to take action within the last 5 years as the result of an employee's (or contractor's) involvement (or suspected involvement) in fraud

What action did you take after experiencing a fraud incident?*



*Those who have had to take action within the last 5 years as the result of an employee's (or contractor's) involvement (or suspected involvement) in fraud

What do you currently have in place to combat fraud?

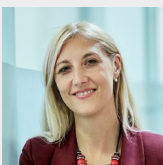


A complete fraud strategy should consider all of these measures and ensure they work in concert. The approach should not be static and must be revised regularly to adapt to the changing threat of economic crime.



Key contacts

If you'd like to speak to one of our experts, please get in touch:



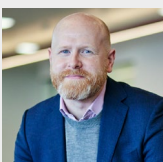
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It's unsurprising that HR companies use disciplinary measures and withholding benefits as a response to fraud incidents, however fraud prevention and response strategies will need to be more wide ranging in order to encourage a strong anti-fraud culture.

Karen Bates

Partner & Head of Employment

Prepare for the new law

Undertake a fraud risk assessment as a basis for a proportionate fraud prevention and response strategy. Your policy and procedures should be tailored to apply to the real-world dynamics that your business and sector faces.

[Read our full report here](#)